Tuesday, February 28, 2012 ★★ 6 sections / Vol. 27 / No. 82 P18 | Mobile Alert: Text INQ ON BREAKING to 4467 | www.inquirer.net Twitter: @inquirerdotnet

PHILIPPINE DAILY INQUIRER
BALANCED NEWS · FEARLESS VIEWS



KINDERGARTEN LAW President Aquino shakes the hand of a kindergarten pupil as Education Secretary Armin Luistro looks on during Monday's signing of the Kindergarten Law in Malacañang. Mr. Aquino, in a speech, likened kindergarten school to "the first step of a child" toward higher education.

'No need to call Sereno'

Senators start probe of Corona bank leak

By Cathy C. Yamsuan

SENATORS were left more confused than ever after hearing the conflicting stories given by [illegible] persons from the Bangko Sentral ng Pilipinas (BSP) and Philippine Savings Bank (PSBank) who may have had a first-hand look at the bank records of Chief Justice Renato Corona, Senate President Juan Ponce Enrile said yesterday.

The Senate committee on banks, financial institutions and [illegible]

SENATORS/ A11



WHAT A FEELING Meryl Streep, the best actress for "The Iron Lady," and French actor Jean Dujardin, the best actor for "The Artist," pose backstage at Sunday's 84th Academy Awards in Hollywood, California.

Senate avoids clash with Supreme Court

By Christian V. Esguerra

THE SENATE yesterday refused to be drawn into a confrontation with the Supreme Court, rejecting a prosecution bid to subpoena Associate Justice Lourdes Sereno and force her to testify in the impeachment trial of Chief Justice Renato Corona.

Senate President Juan Ponce Enrile instead advised Corona's accusers to "invite" Sereno to take the witness stand.

"We are calibrating our moves so that there would be no blunders," said the presiding officer of the impeachment trial, now on its 24th day.

"If the system of government is destroyed, it's not us who would suffer. It's the people who will suffer," Enrile added.

An incensed Sen. Miriam Defensor-Santiago gave the House prosecutors yet another dressing down, saying that Rep. Neil Tupas, in particular, "wants to place this impeachment court in a direct collision course with the Supreme Court."

NO NEED/ A11

Lawmakers rally round Pagcor, move to ban Wynn

By Gil C. Cabacungan

LAWMAKERS yesterday called for banning American casino tycoon Steve Wynn from putting up a gaming business in the country for denigrating state-owned Philippine Amusement and Gaming Corp. (Pagcor) as part of his gambit to forcibly oust his partner, Japanese pachinko king Kazuo Okada, in Wynn Resorts and Wynn Macau.

LAWMAKERS/ A11

Silent film roars in 84th Oscars

LOS ANGELES—Flattery will get you everywhere.

"The Artist," a love letter to Hollywood, got hugs, kisses and the best picture Oscar on Sunday at the 84th Academy Awards ceremony here.

The film took four other awards—best actor and director, plus best costume design and musical score—in a mini-sweep that found the movie industry paying tribute not just to the movie, but to its own roots as well.

"The Artist" became the first silent film to triumph at Holly-

SILENT/ A6

PDI in backstage with Oscar winners

By Ruben V. Nepales
Los Angeles correspondent

LOS ANGELES—Backstage at the Academy Awards on Sunday evening (Monday morning in Manila), the winners were more composed but still giddy. Most of them were open and candid, encouraged no doubt by their triumph.

"Oh, I was thrilled," said Meryl Streep, the best actress for her role as former British prime minis-

PDI IN/ A6



GMA doc, TV cameraman take the stand on Day 24

By Michael Lim Ubac

ON DAY 24 of the impeachment trial, the prosecution played three videos taken by an ABS-CBN cameraman to establish that the temporary restraining order (TRO) issued by the Supreme Court on Nov. 15, 2011, was "conditional."

Continuing with its presentation of evidence on Article 7 of the impeachment complaint, private prosecutor Al Parreño argued that the videos would prove that Chief Justice Renato Corona "displayed partiality" toward former President and now Pampanga Rep. Gloria Macapagal-Arroyo.

On the strength of the TRO, which effectively lifted the watch-list order issued by the justice department, the former President and her husband,

GMA DOC/ A10



INC SHOW OF FORCE Tens of thousands of white monobloc chairs are readied for a massive Iglesia ni Cristo religious rally at Manila's Rizal Park today.

INC sets massive Luneta rally today

By Marlon Ramos and Jocelyn R. Uy

WATCH OUT for traffic when Iglesia ni Cristo (INC) gathers its flock at Quirino Grandstand in Manila today.

Billed as a purely "religious activity," the expected massive INC gathering is taking place on the 25th day of the impeachment trial of embattled Chief Justice Renato Corona, raising questions from a key figure of the Roman Catholic Church in the Philippines.

Retired Archbishop Oscar Cruz said he was invited to attend the INC grand prayer rally—expected to officially start at 5 p.m.—but that he declined because he did not want his actions to be misinterpreted

INC/ A11

Second FrontPage

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11	23
3	39
7	7

FOUR DIGIT
7 0 6 0

MEGALOTTO 6/45
11 16 24 27 29 34
24,046,826.40

SUERTRES		
1	8	2
7	5	9
0	4	5

6/55 GRAND LOTTO
20 31 37 38 40 47
P10,000,000.00

Fish importation inevitable–Alcala

By Kristine L. Alave

THE PHILIPPINES will have to import fish sooner or later due to the declining fish catch in the country, Agriculture Secretary Proceso Alcala said.

Import plan opposed

More meat for export

'From butt of jokes in 1986, PH has risen to creditor nation'

Best Christmas gift

Model of good governance

Clarify BF rulings, Palace tells SolGen

By Christine O. Avendaño

Jobless poll wrong, says labor dep't

By Jerome Aning

THE DEPARTMENT of Labor and Employment (DOLE) has disputed the results of a Social Weather Stations (SWS) survey which showed the country's unemployment rate had risen to 24 percent, with some 9.7 million Filipinos out of a job as of December 2011.

Labor Secretary Rosalinda Baldoz pointed out that official statistics on employment, the quarterly Labor Force Survey of the National Statistics Office, showed a different picture.

"The country's official unemployment rate, based on the LFS, is 7.0 percent, or 2.814 million, down by 45,000 from the 2.859 million unemployed in 2010, or 7.4 percent," Baldoz said in a statement.

She said the Dec. 3-7 SWS survey on employment and its results were not comparable to the LFS, which is the official reference of the government, the World Bank, Asian Development Bank, International Monetary Fund, International Labor Organization and other Philippine development partners.

"For one thing, the methodologies of the two surveys are different. The SWS has a respondent coverage of 1,200 aged 18 years and above, while the LFS has a respondent coverage of persons 15 years and above in 51,000 households," she said.

"Historically, the SWS survey results on unemployment are higher than the LFS results," she added.

Youth unemployment decreased

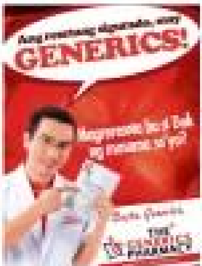
While it was true that unemployment was high among the 15-24 age bracket, the figures show that youth unemployment decreased from 51.8 percent in 2010 to 50.4 percent in 2011, or 1.407 million, the labor chief said.

By gender, unemployment among men dropped from 63.2 percent in 2010 to 62.8 percent in 2011, or 1.773 million, and slightly inched up among women, by 9,000 from 1.033 million in 2010 to 1.042 million in 2011.

For 2011, Baldoz said the domestic labor market performed better as the employment level rose by 3.2 percent from 2.9 percent in 2010, or 1.156 million in new employment generated. This number represents the average of the four rounds of the LFS conducted in January, April, July and October 2011.

"Growth in part-time employment, on the average, was registered at 6.3 percent, or 794,000, while full-time employment, which is one indicator of employment quality, grew by 1.5 percent, or 352,000. Another indicator of the quality of employment was the increase in wage and salary employment, which in 2011 expanded by 4.6 percent, or 911,000," Baldoz said.

She conceded that underemployment was a major challenge in 2011, as the number of underemployed persons was recorded at 19.3 percent, or 7.163 million. This represented an increase of 0.6 percent, or 321,000.







PANAWAGAN NG PAGSUPORTA AT PAKIKIISA NG MAMAMAYAN NG LALAWIGAN NG ORIENTAL MINDORO SA PAGHAHANAP NG KATOTOHANAN AT KATARUNGAN SA PAMAMAGITAN NG PAGPAPATULOY NG PATAS at BUKAS NA PROSESO NG IMPEACHMENT TRIAL NI CJ RENATO C. CORONA.

KAMI, MGA MAMAMAYAN MULA SA IBA'T IBANG SEKTOR NG **LALAWIGAN NG ORIENTAL MINDORO**, AY NANINIWALA NA MAGKAKAROON LAMANG NG GANAP NA TAGUMPAY ANG PAGHAHANAP NG **KATOTOHANAN AT KATARUNGAN** SA ISYU KAY **CJ RENATO CORONA** KUNG PATULOY NATING SUSUPORTAHAN ANG **PATAS AT BUKAS NA PROSESO NG IMPEACHMENT TRIAL**.

KAMI AY NANINIWALA NA ANG NAGAGANAP NA PAGDINIG NG SENADO AY BAHAGI NG BUHAY NA PAG-IRAL NG **DEMOKRASYA** SA ATING BANSA. MALINAW ANG ISINASAAD NG **SALIGANG BATAS** NA ANG **PANTAY NA KAPANGYARIHAN** NG **HUDIKATURA, EHEKUTIBO** AT **LEHISLATURA** AY NANGANGAHULUGAN NG HINDI PANGINGIBABAW NG ISA SA ISA. ANG IMPEACHMENT AY ISANG NATATANGING PARAAN UPANG MAGKAROON NG **CHECK AND BALANCE** SA TATLONG SANGAY NG PAMAHALAAN NA MAY PAGKILALA SA ITINATADHANA NG SALIGANG BATAS.

BILANG MGA KONSERNADONG MAMAMAYAN, NANINIWALA KAMI NA ANG KASALUKUYANG PAGDINIG AY HINDI SA ALINMANG PAGKAKATAON NA PAGTAPAK O PAGYURAK SA HUDIKATURA MANAPA'Y **PAGTITIYAK** LAMANG NA **HINDI SINASAMANTALA** NG MGA **PERSONALIDAD** ANG MGA **KAPANGYARIHAN** NA IPINAGKALOOB SA KANILA NG **TAUMBAYAN**.

KALAKIP NG PANAWAGANG ITO ANG AMING LAGDA BILANG PATUNAY NG AMING PAKIKIISA.

HON. ALFONSO V. UMALI, JR.
Provincial Governor

HON. [illegible]MERLITO A. DOLOR
Vice-Governor

HON. PATRICIA M. DELA ROSA
Board Member

HON. RYAN E. ARAGO
Board Member

HON. ROBERT L. CONCEPCION
Board Member

HON. ABRAHAM R. ABAS
Board Member

HON. ROMEO G. INFANTADO
Board Member

HON. [illegible] G. DIMAPILIS
Board Member

HON. FERDINAND THOMAS M. SOLLER
Board Member

HON. FLOR M. DE ROXAS
Board Member

HON. CORAZON [illegible]
Board Member

HON. MARTIN S. BUENAVENTURA
Board Member

HON. ALFREDO M. VIAÑA
Prov'l ABC President

HON. KERNELL M. ORTEGA
Prov'l SK Federation President

HON. [illegible] M. ABUEL
Prov'l Councilors' League President

CONG. RODOLFO G. VALENCIA
First Dist. Oriental Mindoro

HON. WILFREDO G. HERNANDEZ
Mayor's League President, Municipality of Pinamalayan

HON. PAULINO SALVADOR C. LEACHON
City Mayor, Calapan City

HON. GRACIANO P. DELA CHICA
Mayor, Municipality of Baco

HON. RONALDO M. MORADA
Mayor, Municipality of Bansud

HON. HERCULES A. UMALI
Mayor, Municipality of Bongabong

HON. DANILO C. VILLAS
Mayor, Municipality of Bulalacao

HON. LORETO S. PEREZ
Mayor, Municipality of Gloria

HON. JOSE ILDEFONSO M. MALALUAN
Mayor, Municipality of Mansalay

HON. HUBBERT CHRISTOPHER A. DOLOR
Mayor, Municipality of Puerto Galera

HON. JACKSON C. DY
Mayor, Municipality of Roxas

HON. APOLLO E. FERAREN
Mayor, Municipality of San Teodoro

HON. ROLANDO F. ARREOLA
Mayor, Municipality of Socorro

HON. ALFREDO G. ORTEGA
Mayor, Municipality of Victoria

HON. [illegible]
Vice Mayor, Municipality of Mansalay

HON. DIONISIO HERNANDEZ
Vice Mayor, Municipality of Baco

HON. TERESITA [illegible] SANTUCAN
Vice Mayor, Municipality of Bulalacao

HON. ROBERTO A. MORENTE
Vice Mayor, Municipality of Pinamalayan

HON. [illegible]
Vice Mayor, Municipality of Pola

HON. [illegible] E. ARGUELLES
Vice Mayor, Municipality of San Teodoro

HON. LUIS S. CASTILLET, JR.
Vice Mayor, Municipality of Victoria

HON. [illegible] ABELLA
SB Member, Municipality of Gloria

HON. [illegible] A. ABUTAN
SB Member, Municipality of San Teodoro

HON. [illegible]
SB Member, Victoria

ANNA [illegible] GARACHICO
SB Member, San Teodoro

HON. [illegible] CALLO
SB Member, Victoria

HON. [illegible]
SB Member, Victoria

HON. MERCEDITA D. DUMAS
SB Member, Victoria

HON. [illegible]
SB Member, Municipality of Bulalacao

HON. [illegible] M. BACALNAO
SB Member, Municipality of Roxas

HON. [illegible] M. BLANCO
SB Member, Municipality of Baco

HON. PASTOR P. ICAL
SB Member, Municipality of Baco

HON. MERCEDITA D. DUMAS
SB Member, Victoria

HON. JERRY [illegible] VILLARUEL
SB Member, Municipality of Baco

HON. ARNALDO A. GARCES
SB Member, Victoria

HON. [illegible] F. GANAD
SB Member, Victoria

HON. [illegible] MALTAO
SB Member, Victoria

HON. [illegible] CABRAL
ABC President, Mun. of Bansud

HON. [illegible] SARABIA
ABC President, Mun. of Mansalay

HON. [illegible] DELA PAZ
ABC President, Mun. of Naujan

HON. [illegible] MONTALBO
ABC President, Mun. of Pola

HON. [illegible] A. PEREZ
ABC President, Mun. of Baco

HON. [illegible]
ABC President, Mun. of Roxas

HON. [illegible]
ABC President, Mun. of San Teodoro

HON. [illegible], JR.
ABC President, Mun. of Victoria

HON. [illegible]
ABC President, Mun. of Puerto Galera

HON. [illegible] PADILLO
ABC President, Mun. of Bongabong

FLAVIANO GANAD
Farmers' Assoc. President, Victoria

MA. LOURDES M. MALDOG
Women's Assoc. President, Gloria

LUNA [illegible] DANIEL
OSCA President, Victoria

[illegible] DIMAPILIS
SC President, Pinamalayan

DANTE NEPOMUCENO
Cooperative President, Gloria

ROSENDO S. GARCIA SR.
Barangay Chief Justice, Mansalay

LORETO BAJARO
Barangay Chief Tanod, Victoria

JULIET MANGALAPUZ
MARCCO Manager, Victoria

ALICIA M. SOLAS
PTA President, Tambong

ESPERANZA M. MISAL
President, Legion of Mary

MARGIE E. FERAREN
Prov'l ABC Vice President

NELIA ORTEGA
BHW Leader, Victoria

CELIA F. GADNIS
Barangay Health Worker, Bulalacao

MELANIE SAPUNTO
Women Federation President, San Antonio

CARMENIA MACATOL
Barangay Nutrition Scholar, Bulalacao

REMEDIOS V. MELO
SC President, Pinamalayan

MAGKAISA PARA SA KATOTOHANAN, PAGPAPATULOY NG IMPEACHMENT TRIAL, ATING SUPORTAHAN!


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Court gives Gloria 7 hours to attend Iggy's wake

I have not returned—Joma







Gatdula seeks amparo writ vs De Lima, NBI







PDI in backstage with Oscar winners



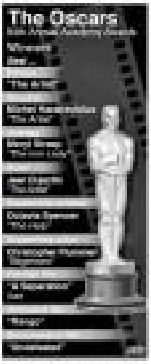
'Streep fatigue'

'F' for flashy smile

No big deal

Thirsty lady

Silent film roars in 84th Academy Awards



Nostalgia rules

Shocking win?

Biggest surprise

Dollop of drama

Expected results

Breaking protocol

Lesson for the night

The Daily Gospel

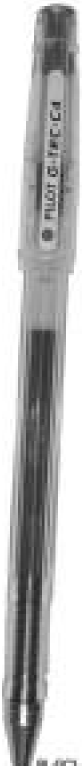
Leyteños see beloved gov off

'Obscure pact may bring US forces back to PH'

Correction







Miriam scolds prosecutors again over dwindling witnesses

No need to call Sereno, Senate impeachment court rules

GMA doc, TV cameraman take the stand on Day 24

2 senators question Cuevas line of questioning

Senators start probe of Corona bank leak

[illegible]

Palace changes tune on Naguiat case

[illegible]

Lawmakers rally round Pagcor, slam Wynn



[illegible]

INC sets massive Luneta rally today

[illegible]

INQUIRER
OPINION



C'est bien

EDITORIAL

Muffled sobs

VIEWPOINT

Juan L. Mercado

Blame them

THERE'S THE RUB

Conrado de Quiros

Putting 'eggs(ports)' in more baskets

No Free Lunch



Cielito F. Habito

'Special' children of the 4Ps

At Large



Rina Jimenez-David

The Baguio I knew

Commentary

Belinda A. Aquino

A culture of violence

Young Blood

Jose Angelo A. David

Notice to Youngblood contributors:

Dangerous rush to judgment

LETTERS

'Jueteng': big black spot on Aquino administration

Wife blames Caesar for breaking rule and catching her

Corona dared: If not hiding ill-gotten wealth, why avoid scrutiny?

Answerable only to the people

COMMENTARY

Rep. Rodel M. Batocabe

Across the NATION

Another sinkhole found in Cebu town



A GOVERNMENT geoscientist checks on the sinkhole in Barangay Casay in Dalaguete, Cebu.

By Jhunnex Napallacan
Inquirer Visayas

CEBU CITY—Another sinkhole was found in Dalaguete town in southern Cebu while a 20-meter crack was reported near a school in Ginatilan town, days after the 6.9-magnitude earthquake hit the islands of Cebu and Negros on Feb. 6.

[illegible]

Court hearings suspended in quake-damaged building

By Nestor P. Burgos Jr.
Inquirer Visayas

[illegible]

ARMM log policy assailed



HATAMAN

COTABATO CITY—A new logging policy that acting Gov. Mujiv Hataman plans to implement in the Autonomous Region in Muslim Mindanao (ARMM) will not guarantee the safety of forest areas from loggers, a senior Moro rebel leader said.

[illegible]

'BEST PRACTICES'

5 green awards for Pangasinan

SAN FERNANDO, La Union—In spite of the black sand controversy, the provincial government of Pangasinan has garnered five major awards for employing "best practices" in environmental protection and local governance" from the Regional Development Council.

[illegible]

Editor: Teddyvic S. Melendres
Associate Editor: Francis T.J. Ochoa

SPORTS

David a Gilas five shoo-in

Reyes may tap 'El Granada'

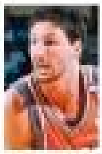
By June Navarro



POWERADE sharpshooter Gary David is ready for national duty.

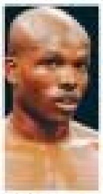
Gin Kings ditch weary Alexander; Vroman in

By June Navarro



VROMAN

Bradley tags Pacquiao 'old man'



BRADLEY Vegetarian

By Roy Luarca

LSGH nails 10th straight NCAA Jr. football title



CHAMPS

12th Elorde Awards Night: Donaire heads honorees

Azkals leaving for AFC Challenge Cup Friday

By Cedelf P. Tupas

FEU stretches chess streak to 6

Lady Archers post classy repeat



Mahan tops Match Play, foils McIlroy bid for No. 1



MAHAN



Durant, West outshine East

Bryant breaks Jordan scoring mark

Sports leaders to grace PSA Night Saturday

ITU cites Trap's Green Triathlon program



Know your onions

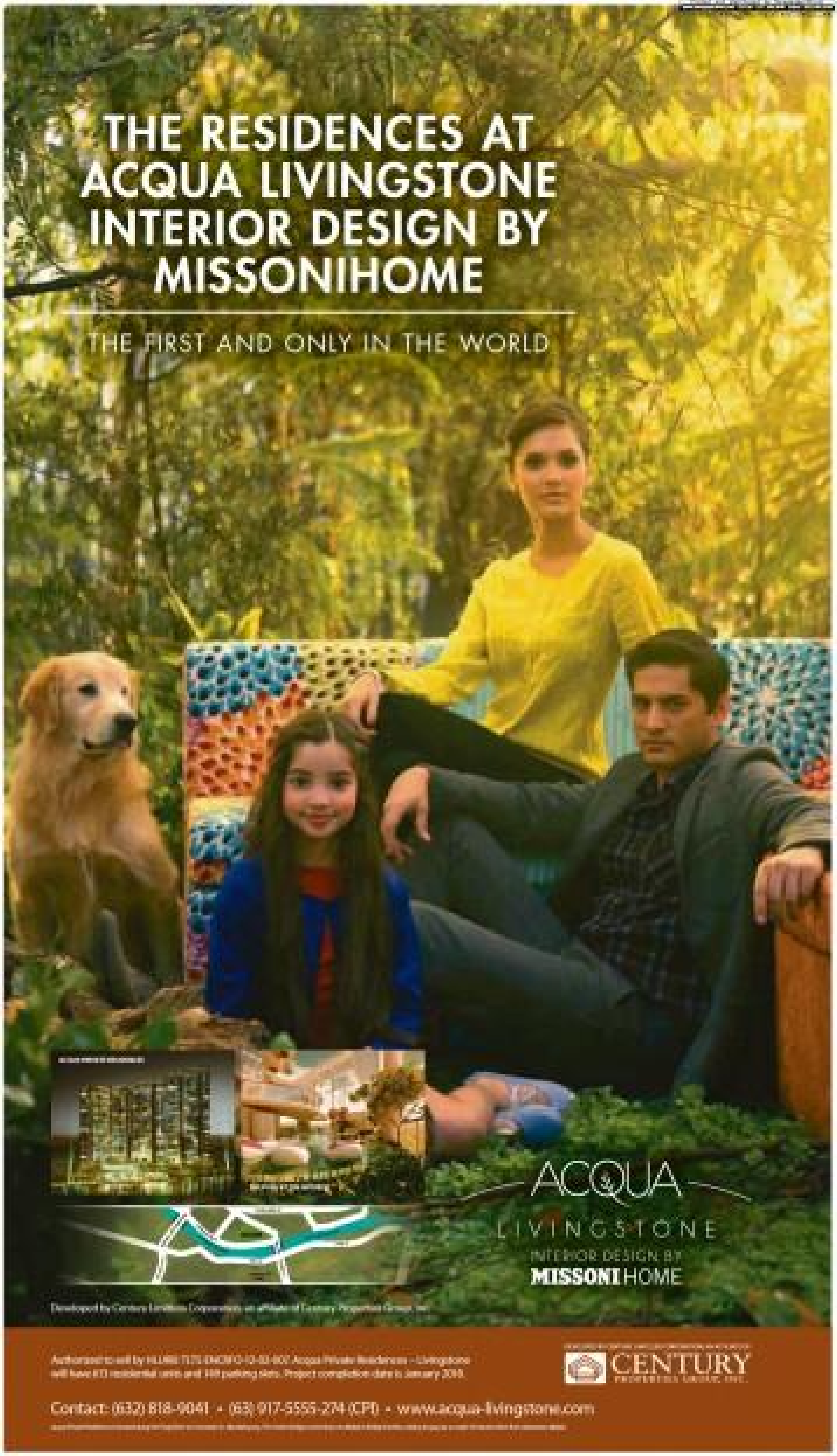
BARE EYE



Recah Trinidad

7th NCA derby today

Macasieb holds seminar workshop March 10


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DID YOU KNOW

40-kph speed limit eyed for buses

DOTC to require bus operators to install speed limiter device on vehicles

Munti inmate mauled to death by other prisoners following attack on detainee





MARDI GRAS IN MAKATI

Floodway residents lose newly rebuilt houses to fire

'Suspect in GF's slay killed himself'



OPLAN BUBBLE BATH

Fire in slum area blamed on illegal power connection

Gov't worker loses jeep to armed robber in QC

A measure of P-Noy's leadership

ON TARGET
Ramon Tulfo

Lim orders arrest of cop, taxi driver who took vault from unsuspecting housemaid



HOUSEMAID

SLEx operators to enforce speed limit starting in March

METROBRIEFS

Man stabbed to death in Manila

STC Manila Class 1963 golden jubilee

WikiLeaks publishes 'millions' of e-mails from intel firm Stratfor

Thousands brave cold to join anti-Putin protest in Moscow

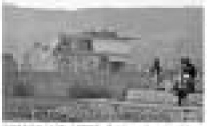


GARRY Kasparov, Russian opposition leader and former world chess champion, center, takes part in a human chain during an opposition protest in Moscow on Feb. 26.

Arizona eases tough policies on illegals

Pakistan completes demolition of Bin Laden home for 5 years





BEFORE AND AFTER Pakistani authorities have reduced to rubble the house where Bin Laden lived before he was killed by US commandos.

Qaida kill 26 as new Yemeni president is sworn in

The WORLD

Australia leader survives challenge

CANBERRA—Australian Prime Minister Julia Gillard declared on Monday the "political drama" was over after surviving a leadership challenge from Kevin Rudd, and vowed to refocus on winning the next election.



AUSTRALIA Prime Minister Julia Gillard

Syria referendum goes ahead amid military onslaught



CIVIL WAR IN THE MAKING

Large Nigeria church bombed

Trial of nonprofit workers in Egypt put off

Study finds stem cells can create human eggs

BUSINESS



Skyway proposal 'mind-boggling'

INDICATORS

PESO-DOLLAR RATE

42.970



STOCK MARKET

93.71



Stock index down 1.9%

MVP firm says P24-B project cost 'impossible'

"AMBITIOUS," "incredible" and "mind-boggling."

Territorial dispute looms over 2 exploration areas



MPIC completes acquisition of 56% stake in Asian Hospital

Readies offer to buy out other shareholders

By Doris C. Dumlao

'Remaking a great university'



MARKET RIDER

Skyway proposal 'mind-boggling'



Stock

Philippine Stock Exchange

Currencies

Meralco sees slight growth in 2012 net profit

Exec expects better economic outlook this year



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
National Capital Region

NOTICE OF FILING OF APPLICATION/S FOR ALIEN EMPLOYMENT PERMIT/S (AEP/S)

Name and Address of Company/Employer	Name of Foreign National/Citizenship	Position
ABEST BUSINESS SERVICE, INC. Makati City	[illegible] Chinese	Training Specialist
ABEST BUSINESS SERVICE, INC. Makati City	[illegible] Chinese	Training Specialist
ABEST BUSINESS SERVICE, INC. Makati City	[illegible] Chinese	Training Specialist
ABEST BUSINESS SERVICE, INC. Makati City	[illegible] Chinese	Training Specialist
ABEST BUSINESS SERVICE, INC. Makati City	[illegible] Chinese	Training Specialist
[illegible]	[illegible]	[illegible]

ERRATUM

[illegible]

CITY OF TANAUAN

INVITATION TO BID

[illegible]

More Classifieds on pages

Peregrine Development International Inc.	A15
Department of Trade and Industry (DTI)	A19
Subic Bay Metropolitan Authority (SBMA)	A21

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TRANSPORTATION FOR RENT

GENERAL ITEMS FOR SALE

WANTED TO BUY

ROLEX

PUBLIC NOTICES

AUCTION SALE

INVESTMENT OPPORTUNITIES

EMPLOYMENT OPPORTUNITIES

INVITATION TO BID

[illegible]

OBITUARIES

Maria Elena "Leni" Ciocon Capati

passed away in the Grace of our Lord on February 27, 2012.

She is survived by her husband **DITOS**, daughters **LEELEN** and **NAÑA**, sons **LJ** and **NARDO**, children-in-law **DESY**, **JIMMY** and grandchild **ALENA**.

We request the pious readers to pray for the eternal repose of her soul.

Her remains lie in state at Agoncillo Chapel, La Funeraria Paz-Sucat (inside Manila Memorial Park).

Cremation will be on Thursday, March 01, 2012 after the 9:00 a.m. mass at Manila Memorial Park – Crematory.

An obituary with a picture can be a fitting tribute to your departed loved one.

OBITUARY REQUIREMENTS:

Whoever finds his life will lose it, and whoever loses his life for My sake will find it.
Matthew 10:39

Republic of the Philippines

DEPARTMENT OF LABOR AND EMPLOYMENT

National Wages and Productivity Commission
Manila

NWPC GUIDELINES NO. 1
(series 2012)

OPERATIONAL GUIDELINES ON DEPARTMENT ORDER NO. 118-12 "RULES AND REGULATIONS GOVERNING THE EMPLOYMENT AND WORKING CONDITIONS OF DRIVERS AND CONDUCTORS IN THE PUBLIC UTILITY BUS TRANSPORT INDUSTRY"

Pursuant to Section 3 of Rule III of Department Order No. 118-12 "Rules and Regulations Governing the Employment and Working Conditions of Drivers and Conductors in the Public Utility Bus Transport Industry, the following operational guidelines on the adoption of a part-fixed, part-performance based compensation scheme is hereby issued.

RULE I
COVERAGE AND DEFINITION OF TERMS

SECTION 1. Coverage. – The Guidelines shall apply to all public utility bus owners and/or operators employing drivers and conductors. Owners/operators of coaches, school, tourist and similar buses, who are holders of Certificates of Public Convenience (CPC) issued by the Land Transportation Franchising and Regulatory Board (LTFRB), however, are not covered by the provisions of these Guidelines.

SECTION 2. *Definition of Terms.* – As used herein, the following terms shall mean:

a) *"NWPC"* refers to the National Wages and Productivity Commission.
b) *"RTWPB"* refers to the Regional Tripartite Wages and Productivity Board.
c) *"DOLE-RO"* refers to the Department of Labor and Employment Regional Office.
d) *"Minimum Wage"* refers to the lowest wage rate that an employer should pay his/her worker as fixed by the appropriate RTWPB.
e) *"Fixed and Performance-Based Compensation Scheme"* refers to the compensation scheme for bus drivers and conductors wherein the fixed component shall be based on an amount mutually agreed upon by the owner/operator and the driver/conductor, which shall in no case be lower than the applicable minimum wage. The performance-based component shall be based on business performance, safety performance and other related parameters.
f) *"Public utility bus driver"* refers to a professional licensed driver hired and paid to drive a public utility bus.
g) *"Public utility bus conductor"* refers to a person hired and paid to serve as conductor in a public utility bus.
h) *"Public utility bus operator"* refers to a person issued a Certificate of Public Convenience to operate a public utility bus by the LTFRB.
i) *"Ridership"* refers to the number of persons who ride the public utility bus transport system.

RULE II
COMPENSATION

SECTION 1. *Part- Fixed, Part- Performance-Based Compensation Scheme.*

a) Bus owners and/or operators shall adopt a mutually-agreed upon "part-fixed, part-performance" based compensation scheme for bus drivers and conductors. It shall take into consideration revenue, ridership, safety, specific conditions of routes and other relevant parameters. (Annex A – Sample Computation)

SECTION 2. *Fixed Wage Component.*

a) The fixed wage component shall be an amount mutually agreed upon by the owner/operator and the driver/conductor and shall be paid in legal tender. It shall in no case be lower than the applicable minimum wage (basic wage + COLA) for work performed during normal hours/days. It shall include wage related benefits such as overtime pay, nightshift differential, service incentive leave and premium pay among others. The payment of 13th month pay, holiday and service incentive leave may be integrated into the daily wage of drivers and conductors, upon agreement of both owners/operators and drivers and conductors.

b) The fixed wage may be based on a time unit of work (e.g. hourly, daily or monthly). It may also be based on a per trip or per kilometer basis where the drivers/conductors and operators may consider the minimum number of trips or kilometers/distance travelled within an 8-hour period, as basis for determining regular/normal workload for an 8-hour period. The fixed wage may be computed as follows:

Fixed Wage (Time Rate) = (Basic Wage + Wage Related Benefits)

OR

Fixed Wage (Trip Basis) = Rate per Trip x No. of Trips per Day

SECTION 3. *Performance-Based Wage Component.*

a) The performance-based wage component shall be based on business performance, safety performance and other relevant parameters. Business performance shall consider revenue/ridership. Safety performance shall consider safety records such as the incidence of road accident and traffic violation. The performance-based wage may be computed as follows:

Reference Amount of Performance Incentive = (Current Average Daily Earnings – Fixed Wage) x Y%

Where:

i. Current average daily earnings shall be estimated based on average daily earnings for 2011 and/or prior years, as may be agreed upon.
ii. Y – range of values (in percent) shall correspond to various levels of safety performance, such that:
   - The lower the incidence of traffic violations and road accidents, the higher will be the value of Y and the performance incentive.
   - The higher the incidence of traffic violations and road accidents, the lower will be the value of Y and the performance incentive.

b) Bus operators/owners and drivers/conductors may modify or use other formula for their compensation scheme provided it is in accordance with the part-fixed, part-performance based compensation scheme as provided herein.

SECTION 4. *Technical Assistance.* – The NWPC and the RTWPBs shall provide technical assistance to public utility bus companies in the formulation of its part-fixed, part-performance based compensation scheme.

SECTION 5. *Time and Motion Study.* – Bus companies that will adopt results or output-based compensation schemes may request the NWPC or RTWPB for the conduct of Time and Motion Study (Work Improvement and Measurement Study) for the determination of fair and reasonable wage rates.

SECTION 6. *Facility Evaluation.* – Bus companies that customarily furnish their employees board, lodging and other facilities shall file an application to the concerned RTWPB for the conduct of facilities evaluation as basis for determining the fair and reasonable value of such facilities if there is mutual agreement between bus owners/operators and drivers and conductors to consider such facilities as part of wages.

SECTION 7. *Submission of Proposed Compensation Scheme.* – All public utility bus owners and/or operators shall submit their proposed compensation scheme, mutually agreed upon with their drivers/conductors, to the RTWPB having jurisdiction over the principal place of business of the public utility bus operator, within sixty (60) days after the effectivity of the Guidelines using the attached Proposed Compensation Form (Annex B). This form shall be accomplished in duplicate (2) and shall be accompanied by a duly signed employment agreement between the bus owner/operator and bus driver and between the bus owner/operator and bus conductor.

Upon submission, the concerned RTWPB shall review the compensation scheme for conformity with Rule II of the Guidelines. If found not in conformance with the Guidelines, the RTWPB shall provide technical assistance to the concerned bus owner/operator to correct the non-conformance. The RTWPB shall thereafter furnish the DOLE-RO a copy of the compensation scheme and the agreements.

RULE III
MISCELLANEOUS PROVISIONS

SECTION 1. *Enforcement and Monitoring.* – The Labor Inspectorate of the DOLE-ROs shall be responsible for the monitoring and enforcement of the provisions of the Guidelines.

SECTION 2. *Non- diminution of Benefits.* – Nothing herein shall be construed to authorize diminution or reduction of existing wages and benefits being enjoyed by the bus drivers and conductors.

SECTION 3. *Effectivity.* – These Guidelines shall take effect fifteen (15) days after its publication in a newspaper of general circulation.

Manila, Philippines, 27 February 2012.

CIRIACO A. LAGUNZAD III
Executive Director IV

ANNEX A

SAMPLE COMPUTATION OF PART-FIXED, PART-PERFORMANCE BASED COMPENSATION SCHEME

Fixed Wage = Minimum Wage + Wage Related Benefits
Performance-Based Wage = Current Average Daily Earnings - Fixed Wage

Assuming:

- Current average daily earnings range from P1,200 to P1,400
- Working hours and days: 12 hours per day for 6 days per week

Sample Computation:

1. **Fixed Wage** = Minimum Wage + 4 hours of Overtime Work
   = ₱426 + ₱252.50
   = ₱678.50
2. **Reference Amount for Performance Incentive if current average daily earnings is P1,200 and P1,400.**
   Performance Based₁ = Current Average Daily Earnings – Fixed Wage
   = ₱1,200 – ₱678.50
   = ₱521.50
   Performance Based₂ = Current Average Daily Earnings – Fixed Wage
   = ₱1,400 – ₱678.50
   = ₱721.50
3. **Performance standard and corresponding incentive**

Safety Requirement	If Current Average Daily Earnings is P1,200	If Current Average Daily Earnings is P1,400
Current Average Daily Earnings	1,200	1,400
Less: Fixed Wage	678.50	678.50
Reference Amount for Performance Incentive	521.50	721.50
Option 1: Schedule of Incentives as Percent of Reference Amount for Performance Incentive		
Zero Accident and Traffic Violation	100% of 522	100% of 722
1 to 2 Accidents and Traffic Violations	75% of 522	75% of 722
3 to 4 Accidents and Traffic Violations	50% of 522	50% of 722
5 or more Accidents and Traffic Violations	Less than 50% of 522 or zero	Less than 50% of 722 or zero

Option 2: Schedule of Incentives in Pesos		
Zero Accident and Traffic Violation	500 or higher	700 or higher
1 to 2 Accidents and Traffic Violations	300	500
3 to 4 Accidents and Traffic Violations	100	300
5 or more Accidents and Traffic Violations	Less than 100 or zero	Less than 300 or zero

ANNEX B

Republic of the Philippines

DEPARTMENT OF LABOR AND EMPLOYMENT

National Wages and Productivity Commission
RTWPB __________

PROPOSED COMPENSATION SCHEME

A. GENERAL INFORMATION

1. Name of Bus Company			
2. Name of Operator/Manager			
3. Address of Main Office			
4. Address of Terminal/Garage			
5. Telephone Nos.		6. Fax No.	
7. Total No. of Drivers		8. Total No. of Conductors	

B. COMPENSATION SCHEME FOR DRIVERS

1. Formula for Fixed Component
2. Formula for Performance-Based Component

C. COMPENSATION SCHEME FOR CONDUCTORS

1. Formula for Fixed Component
2. Formula for Performance-Based Component

D. ATTACHMENTS:

	Sample Employment Agreement Between Operator/Owner and Drivers
	Sample Employment Agreement Between Operator/Owner and Conductors

E. SUBMITTED BY:

Name:	Tel. No.
Signature:	Date:

F. CONFORME:

Name of Driver:	Tel. No.
Signature:	Date:

G. CONFORME:

Name of Conductor:	Tel. No.
Signature:	Date:

PDI- Feb. 28, 2012

Open Space Technology Conference in Manila

DOES YOUR ORGANIZATION need re-energizing? Do you face challenges that need immediate action? Do you need creative planning to be done quickly?

Dr. Harrison Owen, the author of Open Space Technology (OST), is coming to Asia for a grand gathering of open space enthusiasts, employees, simply curious and all those interested in the future possibilities of learning and education. This extraordinary gathering is about us and about our collective future.

OST is a versatile intervention which HR practitioners can harness to create and strengthen commitment, cohesion within and develop leaders.

This is a rare chance to learn more about OST directly from its champion, Dr. Owen. There will be a two-part Open Space Technology Conference on March 27 to March 30, 2012.

With other Asian countries also booking Dr. Owen, we are very fortunate that he has decided to go to the Philippines. This means that those in other Asian countries inviting him will be attending our conference in the Philippines, making the event regional in nature. As such, this will also provide us with the opportunity to meet and network with our Asian counterparts attending this conference.

The first part, hosted by the People Management Association of the Philippines (PMAP) and to be held at Crowne Plaza Manila Galleria, is a one-day introductory workshop on Open Space Technology with the theme: Opportunities and Challenges for Opening Space in Our Organization. The conference fee for this one-day event is P4,000.

The second part, hosted by IRAMED Research in their office in Diliman, Quezon City, is a three-day workshop using Open Space Technology with the theme: Learning for the Future. Registration fee for the three-day engagement is P12,000.

You may make your inquiries and reservations with either PMAP at tel. no. 726-1532 or email [illegible] or IRAMED Research at 924-7681 or [illegible]

BUSINESS

DOTC, Japan firm set to wind up Naia 3 work

Aboitiz quashes rumors on sale of Union Bank

By Doris C. Dumlao

Roxas hopes to strike fair deal with head of Takenaka Corp.

By Paolo G. Montecillo

DPWH: 'Restructuring' of water sector underway

By Riza T. Olchondra

Gov't hopes to persuade EU to develop ocean energy

By Amy R. Remo

Maynilad sees 2-digit growth in sales, profit

Riza T. Olchondra

Power Situation Outlook for Tuesday, 28 February 2012



CONTRACT SIGNING

Banks trim bad debt exposure

By Michelle V. Remo

BUSINESS

British American Tobacco back in Philippines

Lucky Strike distributor supports 'sin tax' reforms



BUILDING FRENZY

Semirara Mining unit taps ₱11.5-B loan

WB eyes new Mindanao projects

PHILIPPINE MARKETING ASSOCIATION Since 1954

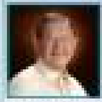
MARKETING EVOLUTION: INNOVATIONS AND TRANSFORMATIONS

Message



[illegible]

BENIGNO S. AQUINO III
President of the Republic of the Philippines



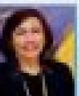
[illegible]

FELICIANO BELMONTE JR.
Speaker



[illegible]

CIERVIN ALBARRACIN
President, Philippine Marketing Association



[illegible]



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PHILIPPINE MARKETING ASSOCIATION INDUCTS NEW OFFICERS FOR 2012

Speaker Sonny Belmonte Inducts PMA's 2012 Officers; Incoming PMA President Unveils New Theme: "Marketing Evolution: Innovations And Transformations"

The Philippine Marketing Association (PMA) introduced recently its new set of officers for 2012 in ceremonies held at the Tektite Tower Auditorium in Ortigas Center, Pasig City.

The new set of PMA officers were inducted by no less than House Speaker Feliciano "Sonny" Belmonte.

In his speech, the House Speaker talked about how he helped transform Quezon City from being a "City in the Slum" to being "The Most Competitive City" when he was still its mayor, and then proceeded to talk about marketing as he understood its crucial role today. He said that before, "it is only just about gaining ground as a tool for national development and for competitiveness. Today, it is part of government's responsibilities to meet the need to market the country." "The significance of marketing in the growth of every business is an established fact. Marketing and its allied activities allow business not only to promote product and services. More importantly, marketing gives business information critical to their reinvention and improvement, which in turn are essential if they are to remain relevant in highly competitive marketplace. Marketing is a vital channel that allows consumers and producers to constantly communicate and therefore level and meet their common expectations."

For her part, Incoming PMA president Ciervin Albarracin, discussed the PMA's new theme "Marketing Evolution: Innovations and Transformations. She said, "The Philippine Marketing Association is more need to keep this mindset among its members and the business community at large through programs and services that will help inspire, stimulate and nourish ingenuity."

She also summarized the PMA's directions under her tenure through the word "DELIVER" set as an acronym where each letter is the beginning of a statement of PMA's "To Do's."

Presidential Awards were given to outstanding PMA members, committees and chapters.

PMA has lined up its programs and activities for 2012.

Watch out for the Asia Marketing Conference, Agora Awards, Agora Youth activities, Community Affairs collaborative programs, CPMP Education Seminars, and Fellowship Sports events.





2012 BOARD OF OFFICERS & DIRECTORS





The Philippine Marketing Association under the supervision of the Asian Marketing Federation invites individuals who have held marketing positions for at least five years to join the prestigious CERTIFIED PROFESSIONAL MARKETER (CPM) program. There are hundreds of thousands of marketing professionals in the Asian region but a select few that are respected and recognized in this prestigious accreditation program developed and conferred by no less than the Asian Marketing federation(AMF). The CPM program has been administered in the Philippines by the PHILIPPINE MARKETING ASSOCIATION since the 1980s.

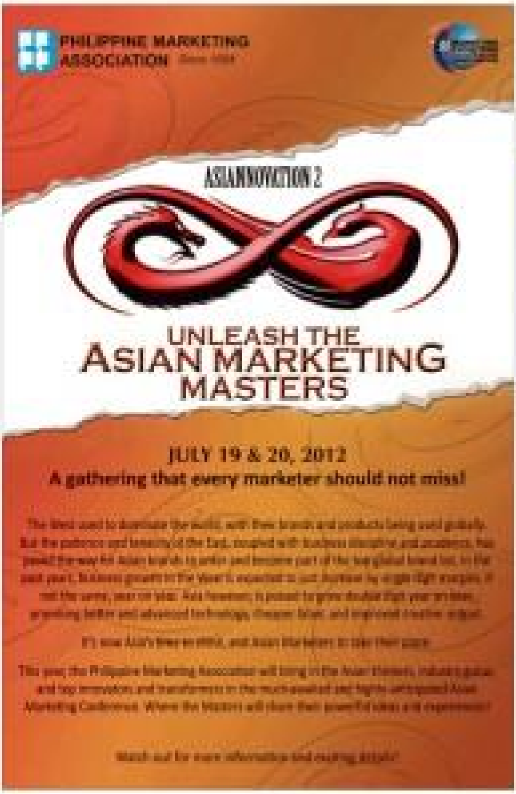
The number of official CPMs have been growing in 16 countries like Singapore Hongkong, Indonesia, Malaysia and Sri lanka. In Singapore, the CPM program is recognized in the same level as a Masters in Marketing degree. To date, there are close to two thousand CPMs all over Asia and less than fifty in the Philippines. The CPM program is constantly updated and improved by the Philippine Marketing Association in close coordination with the AMF. Successful participants have benefited from the alliance with other CPMs here and in the region through automatic professional linkages offered by the Pan- Asian CPM Society. Members share information and trends on marketing and business that ensure continuous education.

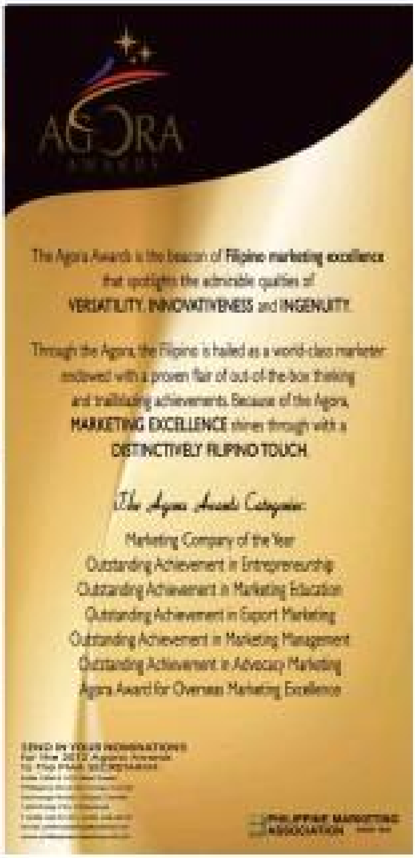
How does one enroll in the CPM? The PMA offers a preliminary review and diagnostic session where any management, sales or marketing professional can evaluate his level of knowledge in marketing. The diagnostic will be the basis for his subsequent review plan that is the prerequisite to the examinations. The reviews are conducted by CPM alumnus who are all well respected marketing executives and educators. The nature of the program is inclusive - it helps the enrollee understand pertinent marketing principles that can become working business models. Brand and product managers and entrepreneurs can use their own products as their review scenarios.

Designed for the aggressive and time- challenged professional, the review takes up a total of six weeks to complete and covers strategic marketing, market research , Asian Business and Asian marketing management.

The sessions are intensive and highly informative giving the enrollee limitless learnings that he can apply in his workplace and share with his marketing team. Reviews are done in groups so participants can validate their ideas with others.

In a recent development, the PMA with the permission of the AMF have launched the CPM-Educator program which is offered to marketing and business professors. The CPME program allows educators to have a balanced perspective of marketing by providing interaction with practitioners and access to real working scenarios. The prestigious Philippine Association of Colleges and Schools in Business (PACSB) , the Philippine council of Deans in Business (PCDEB) and the Association of Marketing Educators (AME) have positively endorsed the program to educators.





Canon unleashes powerful new processor in PowerShot S100





The PowerShot S100 is the embodiment of sophistication with an impressive amount of technology tucked in a minimalist, unassuming body.

Kazuto Ariga, chief developer of the PowerShot S100, describes it like this: "The S looks deceptively simple, but when you try it you find it's loaded with features."

Powered by DIGIC 5, Canon's latest generation DIGIC processor, the PowerShot S100 has the capability to process four times more information six times faster, effectively reducing image noise and improving color accuracy even in challenging, low-light situations compared to its already-popular predecessor, the PowerShot S95.

In addition to the improved DIGIC 5 processor, the PowerShot S100 also exclusively features Canon's high-sensitivity 12.1 Megapixel 1/1.7-type CMOS image sensor to provide an even more powerful foundation for low light photography.

The PowerShot S100 features a new, high-performance lens developed and manufactured using the same methods and expertise as Canon's range of EF lenses for its EOS DSLR cameras. Its coverage spans from an ultra-wide angle of 24mm, for shooting horizons and landscapes, and an extended 5x optical zoom bringing distant scenes and subjects closer to you – all while offering a bright, maximum aperture of f/2.0, in a light and compact design.

Designed with the professional in mind as well, the PowerShot S100 offers full manual control for users who prefer to customize their own settings. It is the smallest camera to support RAW format shooting and offers compatibility with Canon's Digital Photo Professional (DPP) software. The popular Lens Control Ring also provides a tactile way to control settings such as exposure, focus, shutter speed, ISO sensitivity and aperture in 1/3 stop increments.

Also new in the PowerShot S100 is the integrated GPS unit that records location into a picture's EXIF data. The GPS Logger facility records a user's journey, allowing users to review their travels by using the supplied Map Utility software that integrates with Google Maps†.

Other new functions like the 8 frames-per-second High-Speed Burst HQ mode at full resolution, one-touch full HD movie recording capabilities, Multi-area White Balance function, and full manual controls also help to make the PowerShot S100 an ideal camera for users who like to play with their photographs.

With so much power encased in its streamlined body, the new PowerShot S100 will definitely overcome technical obstacles and open up new horizons for creative photographers. It is available in both silver and black and retails for **Php 28,888**.

LIFESTYLE Wellness

Kerri Uytengsu and Suzie Abrera discover Barre3



More efficient

For pregnant women

Weight loss

Shimmy your way to better shape

A ZUMBA fitness party is coming to town. Dance your way into shape by joining the Nestlé Fitness Shape Up night, dubbed "Shape Up Your Lifestyle, featuring Zumba Fitness" on March 31, 6 p.m. at the NBC Tent in Bonifacio Global City, The Fort, Taguig.









What's the most fun way to lose weight? Try a Zumba fitness party

Internal training

New beats and brands



The partner athletes behind Unilab's Active Health campaign encourage families to get started on exercise programs—and to keep things fun to stay on them

'Just get up and run'



Family run

Find a way

Avoid injuries

It's a long journey to a truly healthy lifestyle



A Champion for a clean environment



Helping rheumatoid arthritis patients live healthy, normal lives



Were they enemies in a past life?

INNER AWARENESS

Jaime T. Licauco



[illegible]

If you don't want to meet your enemy in the next life, you had better forgive and release him or her to the highest good and seek no revenge

[illegible]

How I did it

INSIDE OUT

Cory Quirino



When I was 22, I didn't like what I saw in the mirror. Here's how I achieved my wellness goals

[illegible]

Entertainment

Editor: Emmie G. Velarde



INTERNATIONAL musical theater stars Lea Salonga and Joanna Ampil dine al fresco after watching a concert recently at the Araneta Coliseum. —Pocholo Concepcion



EVANESCENCE lead singer Amy Lee

By Pocholo Concepcion

NOTHING beats watching an honest-to-goodness rock concert. The latest gig that floored us for its awe-inspiring component was that of Evanescence, held recently at the Smart Araneta Coliseum.

The show was actually a twin-bill, with British band Bush playing a 10-song set that teemed with lost musicianship.

Bush frontman Gavin Rossdale channeled his grunge roots through a no-frills, take-no-prisoners stance, brooding one with passion on songs like "All My Life" and "Sound of Winter" (both from the band's 2011 album "Sea of Memories"), "Greedy Fly" and "Everything Zen."

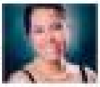
The band's dense guitar sound was a palpable element—with gui-

ROCK D3

Show Time

Night of Italian music

SOPRANO Rica Nepomuceno performs in a concert of Italian music at the UP Diliman Abelardo Hall on March 1 at 6:30 p.m. [illegible] collaborates in the show titled "Italia e amore," featuring [illegible] by A. Scarlatti, Mozart, Bellini, Donizetti, Puccini and Tosti. Call [illegible].



RICA Nepomuceno

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WHITNEY Houston, second week at No. 1

Whitney, Willie hold on to top spots

TOPSELLING albums in the country for the week Feb. 13-29, based on Odyssey Music & Video's nationwide sales reports:

Overall

1) Whitney Houston, "The Essential Whitney Houston," Sony; 2) One Direction, "Up All Night," Sony; 3) Adele, "21," Warner; 4) Adele, "Live At The Royal Albert Hall," Warner; 5) Willie Revillame, "Sprenges," Viva; 6) Praise ... ; 7) Whitney Houston, "The Ultimate Collection," Sony; 8) Willie Revillame "Kendeng Kendeng," Viva; 9) Various Artists, "Grammy Nominees 2012," MCA; 10) Whitney Houston, "The Greatest Hits," Sony

OPM

1) Willie Revillame, "Sprenges," Viva; 2) Willie Revillame, "Kendeng Kendeng," Viva; ...

odyssey MUSIC & VIDEO

Lucy Liu returns as Viper in 'Kung Fu Panda'

ACTRESS Lucy Liu said she is thrilled to be returning as the voice of Viper in Nickelodeon's "Kung Fu Panda: Legends of Awesomeness," airing Saturdays and Sundays at 11 a.m. on Nickelodeon.

Liu said she was awed by the beautiful visuals in the TV series. "There was something about how they made the studio movie; it was something that had not been on film before. It was really incredible!"

The series tells the continuing adventures of Po the Panda as the newest hero in the Valley of Peace. He lives in the barracks with his best buddies, the Furious Five.

Viper is part of the Furious Five—the clever and funny Monkey, mouse-mouth Kung Fu master Mantis, the deadly fierce Crane and the tough and fearless Tigress. With the wise Master Shifu who teaches them Kung Fu moves, they help out Po, a good-natured friend.

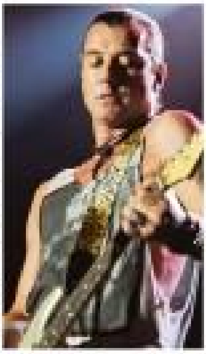


CLICK!

LUCY Liu

Rock rules

From page D1



BUSH frontman Gavin Rossdale



MOVIE TIME

GLORIETTA 4 · ALABANG TOWN CENTER · MARKET! MARKET! · ABREEZA · GREENBELT 1 · GREENBELT 3 · AYALA CENTER CEBU · MARQUEE · TRINOMA

For ticket reservations or purchases,* text SureSeats to 2910 (for Globe and Smart) or log on to www.sureseats.com

Movie schedules may change without prior notice.

For verification, please call 729-7777.

MOVIE SPECIAL



MALL EVENTS

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GREENBELT

MARKET! MARKET!

MARQUEE

AYALA CENTER CEBU

ONSTAGE

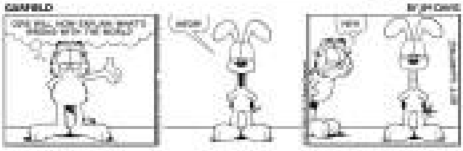
MALL SPECIAL



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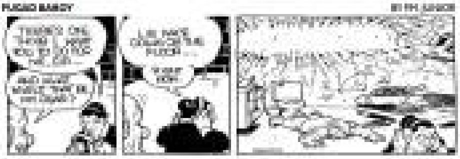
GARFIELD — BY JIM DAVIS



A. LIPIN — BY JESS ABRERA



PUGAD BABOY — BY PM. JUNIOR



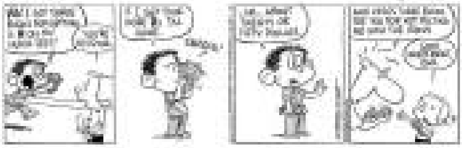
DICK TRACY — BY JOE STATON AND MIKE CURTIS



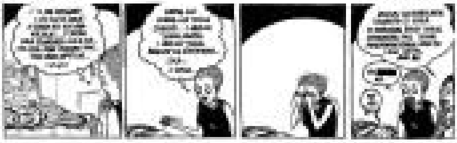
LOVELOCKS — BY ELIZABETH CHIONGLO



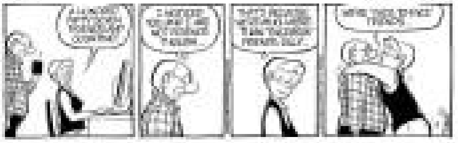
BABY BLUES — BY JERRY SCOTT



KIKO MACHINE — BY MANIX ABRERA



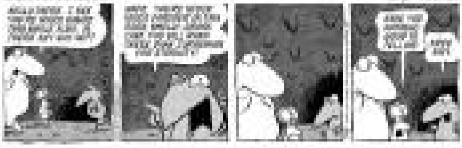
BEN — BY DANIEL SHELTON



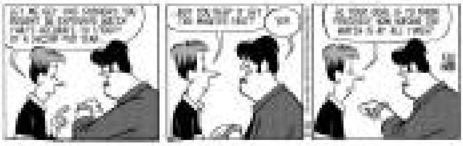
MUTTS — BY PATRICK MCDONNELL

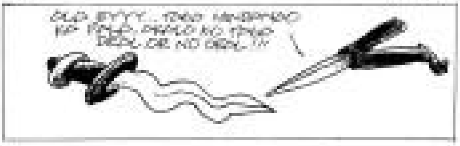


SHERMAN'S LAGOON — BY JIM TOOMEY



DUSTIN — BY STEVE KELLEY AND JEFF PARKER





HOROSCOPE

BY FRANCE DRAKE

CONCEPTIS SU DOKU

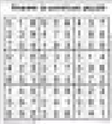
HOW TO PLAY SU DOKU

Fill the grid so that every column, every row and every 3x3 box contains the digits 1 to 9.

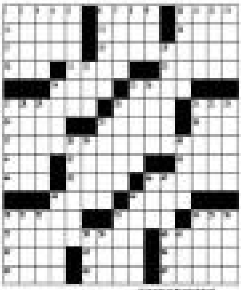
Conceptis Sudoku

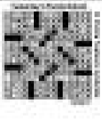
		4	8		9			
	6					8	2	
	8			1				7
7			9		3			4
		9				6		
4			5		2			8
6				8			9	
	9	7					1	
			7		6	4		

Difficulty Level ★★



CROSSWORD PUZZLE







Jazz definitely not just background...

Single-again Ruffa...



Lucky charm

Single-again Ruffa G: Men, stay away for now

Dolly Wood

Dolly Anne Carvajal



Proud mama

Sarah live





Jazz definitely not just background music





Unique forms

Fil-Am talents